

**DOCKET SECTION**

**MPA-RT-1**

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**BEFORE THE  
POSTAL RATE COMMISSION  
WASHINGTON, D.C. 20268-0001**

**POSTAL RATE AND FEE CHANGES, 1997**

**DOCKET NO. R97-1**

**REBUTTAL TESTIMONY  
OF  
RITA D. COHEN**

**ON BEHALF OF  
ALLIANCE OF NONPROFIT MAILERS,  
AMERICAN BUSINESS PRESS,  
COALITION OF RELIGIOUS PRESS ASSOCIATIONS,  
DOW JONES & COMPANY, INC.,  
MAGAZINE PUBLISHERS OF AMERICA,  
THE MCGRAW-HILL COMPANIES, INC.,  
NATIONAL NEWSPAPER ASSOCIATION,**

**AND  
TIME WARNER INC.**

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## TABLE OF CONTENTS

I.	AUTOBIOGRAPHICAL SKETCH .....	1
II.	PURPOSE AND SCOPE AND SUMMARY OF CONCLUSIONS .....	1
III.	LARGE NOT-HANDLING AND MIXED-MAIL COSTS PLAY A CRITICAL ROLE IN DETERMINING ATTRIBUTABLE COSTS .....	2
IV.	WHAT THIS RECORD SHOWS AND WHAT SELICK IGNORES ABOUT NOT-HANDLING COSTS .....	3
V.	DEVELOPING OR EVALUATING A PROPOSED COST DISTRIBUTION REQUIRES A DEPTH OF KNOWLEDGE AND EXPERTISE NOT EXHIBITED BY WITNESS SELICK .....	6
VI.	WITNESS SELICK SHOULD HAVE STUDIED THE FUNDAMENTAL ISSUE: CAN WITNESS DEGEN'S METHODOLOGY BE USED WITHOUT BRADLEY'S ANALYTICAL FRAMEWORK? .....	7
VII.	AFTER MISTAKENLY ASSUMING THAT HE COULD USE DEGEN'S METHODOLOGY WITHOUT BRADLEY, SELICK FAILED TO CORRECT DEGEN'S DISTRIBUTIONS TO ACCOUNT FOR COST POOL INTERRELATIONSHIPS. ....	9
VIII.	INCORPORATING COST POOL INTERRELATIONSHIPS INTO WITNESS SELICK'S DISTRIBUTION WOULD LEAD TO VERY DIFFERENT RESULTS .....	12
IX.	INEFFICIENCY AND SLACK TIME REQUIRE CROSS POOL DISTRIBUTIONS IF INEFFICIENT COSTS ARE DISTRIBUTED AT ALL .....	14
X.	WITNESS SELICK FAILED TO CONSIDER THAT DIFFERENCES BETWEEN CAGs AND BASIC FUNCTIONS SUGGEST IT IS APPROPRIATE TO DISTRIBUTE MIXED-MAIL AND NOT-HANDLING COSTS WITHIN CAG AND BASIC FUNCTION .....	15
XI.	CONCLUSION .....	16

1     **I. Autobiographical Sketch.**  
2

3     My name is Rita Dershowitz Cohen. I am Vice President for Economic and Legislative  
4     Analysis at the Magazine Publishers of America (MPA). I have been employed by MPA  
5     since 1995 and have represented MPA in postal proceedings since 1987. I have  
6     twenty-five years of experience in postal matters, having worked at both the Postal  
7     Rate Commission and the Postal Service in a variety of positions.  
8

9     I filed direct testimony in this proceeding, presenting two alternative distributions of  
10    volume-variable mail processing costs for the Commission's consideration. A full  
11    description of my background and qualifications is contained in that testimony, filed as  
12    MPA-T-2.  
13

14    **II. Purpose and Scope and Summary of Conclusions.**  
15

16    This testimony rebuts the direct testimony of Stephen E. Sellick on behalf of United  
17    Parcel Service. UPS-T-2. Witness Sellick's proposed distribution of mail processing  
18    costs is not well founded and should not be used by the Commission.  
19

- 20           •   Witness Sellick's proposed distribution method (adopted from Postal Service  
21                witness Degen) cannot be used without also using witness Bradley's results.  
22           •   The real world of postal operations requires distribution of mail processing  
23                costs across MODS pools, not within them as proposed by witness Sellick  
24                (and Degen).  
25           •   Costs resulting from inefficiency should be distributed across MODS pools if  
26                they are to be distributed at all.  
27

28    In this rebuttal testimony I review the important role of not-handling and mixed-mail  
29    costs in determining attributable costs of the classes and subclasses of mail. I next  
30    review what this record shows about not-handling and mixed-mail costs. I show that

1 witness Sellick did not undertake the necessary substantive analysis to evaluate Postal  
2 Service witness Degen's approach or to suggest alternatives. I review witness Sellick's  
3 treatment of not-handling and mixed-mail costs and show that it is inconsistent with  
4 witness Degen's analytical framework, which depends on witness Bradley's  
5 variabilities. In other words, the Commission cannot do what witness Sellick  
6 recommends because witness Degen's distributions depend on witness Bradley's  
7 attribution. I next describe a number of changes that witness Sellick failed to  
8 implement to correct inaccuracies in the distribution keys he adopts from Degen. I  
9 demonstrate that even if not-handling costs are incurred efficiently, they must be  
10 distributed across groupings of cost pools to be consistent with operational realities  
11 and witness Bradley's results. I show that if not-handling costs are incurred  
12 inefficiently, they must be distributed across all cost pools or treated as institutional and  
13 not distributed at all. Finally, I show that witness Sellick ignored differences in not-  
14 handling and mixed-mail costs across Cost Accounting Groups (CAGs) and basic  
15 functions, differences that demonstrate it is appropriate to distribute mail processing  
16 costs by CAG and basic function.

17  
18 **III. Large Not-Handling and Mixed-Mail Costs Play a Critical Role in Determining**  
19 **Attributable Costs.**

20  
21 Base-year not-handling costs in this case are \$5.4 billion, and mixed-mail costs are an  
22 additional \$1.5 billion. Together, they thus comprise nearly \$7 billion, which is more  
23 than a billion dollars greater than total mail processing direct costs. To help put the  
24 magnitude of these costs in perspective, total not-handling and mixed-mail costs are  
25 well over 10 percent of the entire cost of the Postal Service, and volume-variable not-  
26 handling and mixed-mail costs are about 15 percent of total attributable costs. The  
27 Postal Service spends more money not-handling mail in mail processing operations  
28 than it does on any other cost segment except carrier street time. In fact, if the Postal  
29 Service could "spin off" just the not-handling and mixed-mail processing tasks to the  
30 private sector, the resulting corporation would rank 212 on the Fortune 500 list, several

1 places above Nike, Inc. and only a few places below Sun Microsystems. The resulting  
2 corporation would be 70 percent as large as Federal Express, which had revenues of  
3 \$10.3 billion in 1996, and about one third the size of United Parcel Service, with  
4 revenues of \$22.4 billion. If the "spin off" were a Government agency, its budget would  
5 exceed that of the State Department, at \$5.1 billion, and the Environmental Protection  
6 Agency, at \$6.3 billion.

7  
8 The method of distributing this extremely large pool of costs is obviously important to  
9 all classes of mail, but it is critically important to the total volume-variable costs of small  
10 classes of mail like *Priority, Periodicals, and Standard B*. Unlike the larger classes,  
11 these small classes are enormously affected by a shift of several hundred million  
12 dollars of attributable costs. For example, UPS Witness Sellick attributes almost \$250  
13 million more in mail processing costs to Periodicals than I do; if his recommended  
14 distributions were accepted together with UPS witness Neels' recommended volume  
15 variability, the resulting attributable cost increase would result in an average rate  
16 increase for the Periodicals Regular Rate subclass of about 15 percent (about four  
17 times the average for all classes), even if coverage were set at 107 percent. In fact,  
18 witness Sellick's distributions combined with UPS witness Henderson's proposed  
19 coverages would result in a 25 percent rate increase for Periodicals. Witness Sellick  
20 also attributes \$370 million more in mail processing costs to Priority than I do, more  
21 than double my attribution. It is obvious why UPS witness Sellick supports witness  
22 Degen's distributions while increasing witness Bradley's variability.<sup>1</sup>

23  
24 **IV. What This Record Shows and What Sellick Ignores About Not-Handling**  
25 **Costs.**

26  
27 In spite of the significance and magnitude of not-handling costs, the record in this case  
28 contains no evidence pertaining to the causality of these costs. There is no evidence

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<sup>1</sup>UPS-T-2, Table 2; MPA-T-2, Exhibit MPA-2C; UPS-T-3, Exhibit UPS-T-3B.

1 either of their relationship to mail volume or of the reasons for their rapid growth. What  
2 the record does show is that not-handling time is unevenly distributed across  
3 operations and that one component of not-handling -- what has previously been called  
4 "overhead" -- is growing at an inexplicably rapid rate.<sup>2</sup> (See my direct testimony, MPA-  
5 T-2, and that of witness Stralberg, TW-T-1.) It also shows that not-handling costs as a  
6 percentage of total costs are disproportionately higher at operations where productivity  
7 is not measured (see MPA-T-2, Table 5).

8  
9 The record also shows that not-handling time is unevenly distributed across distribution  
10 operations, sometimes in ways that defy explanation based on the nature of the  
11 operations. For example, in the MODS pool for sorting outside sacks mechanically,  
12 not-handling cost is 61 percent of the total cost, while for sorting parcels mechanically  
13 it is 42 percent. Although both percentages are alarmingly high, it is disturbing that  
14 not-handling is almost 50 percent higher in one mechanical sorting operation than in  
15 another. How can this be?

16  
17 In manual operations, the disproportionate amounts of not-handling costs are similarly  
18 surprising and inexplicable. Not-handling time is 31 percent of total costs for manual  
19 letter sorting distribution while more than one-third higher, at 44 percent, for manual  
20 parcels. This puzzling disparity is also present in BMC operations. For the parcel  
21 sorting machine, not-handling is relatively low, at 19 percent (before reallocation of  
22 breaks). For the sack sorting machine, however, the comparable not-handling ratio is  
23 over 50 percent larger, at 30 percent.

24  
25 Not only are the disparities between operations unexplained, but the absolute levels of  
26 not-handling costs are stunning. For example, not-handling costs are 63 percent of  
27 total platform costs at MODS facilities, which means that employees are handling mail

---

<sup>2</sup> Overhead has increased from 17.2 percent of total mail processing cost in 1986 to 23.9 percent in 1996. Because this is the first case where the Postal Service has used this particular grouping of the not-handling category, I cannot quantify how fast it has been increasing.

1 pieces, items, or containers only about 1 of every 3 minutes. During cross-examination,  
2 the Postal Service suggested that not-handling might be a relatively large proportion of  
3 platform costs because of time spent going back to a truck to get the next pallet of mail  
4 to unload. However, the Postal Service, witness Sellick, and I are all at a loss to  
5 explain why employees should spend more time returning to the truck unladen than  
6 they spend unloading full pallets and containers and moving them across the platform.

7  
8 In spite of these facts and the lack of evidence about causality, witness Sellick  
9 enthusiastically supports witness Degen's restriction of not-handling costs to  
10 distribution within narrowly defined cost pools. He applauds Degen's distribution  
11 because "it links the distribution of ... 'overhead' (not-handling mail) costs with the  
12 operational characteristics of mail processing."<sup>3</sup> Like Degen before him, Sellick simply  
13 assumes what is not the case – that it is the same thing to link a set of costs with a mail  
14 processing operation (in the sense that a statistical system records those costs under a  
15 particular operational heading) as it is to link costs with the operational characteristics  
16 of mail processing. Witness Sellick is apparently unaware of the operational linkages  
17 of the costs pools and that these linkages require cross-pool, rather than within-pool,  
18 cost distributions. As I discuss in sections VI and VII below, these linkages affect the  
19 distribution of mail processing costs in two ways: they imply (1) the need to incorporate  
20 differing variabilities into cost distributions and (2) the need to distribute costs over all  
21 the cost drivers for a cost pool. Finally, witness Sellick also seems unaware that  
22 inefficiency, which is one probable explanation for the level and growth of not-handling  
23 costs, is likely to require across-pool, rather than within-pool, distributions of not-  
24 handling costs. I discuss this in Section IX.

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<sup>3</sup>Tr. 26/ 14163.

**V. Developing or Evaluating a Proposed Cost Distribution Requires a Depth of Knowledge and Expertise Not Exhibited by Witness Sellick.**

The cross-examination of witness Sellick confirmed that he understands little about mail processing functions and data systems or the changes in the Postal Service's operating conditions as mail processing has moved increasingly to an automated environment. Such understanding is a prerequisite for evaluating how to distribute not-handling and mixed-mail costs in light of their enormous growth relative to direct costs over the past ten years as a consequence of automation. Witness Sellick admitted on oral cross-examination that he does not know what specific functions employees perform while not-handling mail even to the extent of being able to name a few examples.<sup>4</sup> Nor was he conversant with the definitions of identical mail or mixed mail even at the most general level.<sup>5</sup> Witness Sellick was unable to name the types of containers the Postal Service uses or to say what subclasses they are used for, despite his written testimony that "different types of containers are used for different types of mail."<sup>6</sup> Notwithstanding the fact that he relied in his testimony on the Overhead and Subclass Cost Study prepared by Foster Associates Inc. in 1992, he did not know what general conclusions the study had reached, or whether the report was consistent with his testimony.<sup>7</sup> Perhaps even more troubling is that his testimony neglected to mention one of the study's most important conclusions: "Additional field operating data are necessary to determine the proper (causative) attribution of the break and subclass costs in question and those other costs which are presently attributed as mixed mail or overhead activities."<sup>8</sup> With respect to the MODS system, witness Sellick not only failed to examine witness Degen's grouping of MODS codes into cost pools, he did not know what types of mail would be processed at specific types of operations, how individual

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<sup>4</sup>Tr. 26/14248.

<sup>5</sup>Tr. 26/14253-4.

<sup>6</sup>Tr. 26/14256.

<sup>7</sup>Ibid.

<sup>8</sup>Tr. 26/14256-8.



1 operations should be combined into cost pools, or whether witness Degen's  
2 combination of operations into cost pools made sense.<sup>9</sup>

3  
4 Witness Sellick's lack of knowledge is disturbing, although not surprising, given his  
5 limited operational experience. Witness Stralberg and I, on the other hand, have  
6 *developed a depth of expertise from studying postal operations and costing systems for*  
7 *twenty-five years.*

8  
9 Given his limited expertise, one might have hoped that witness Sellick would have  
10 undertaken at least some rudimentary analyses to verify that his proposals were well-  
11 grounded. Therefore it is surprising that, while admitting that the distribution  
12 assumptions that underlie his testimony are important, he made no attempt to test the  
13 validity of the assumptions.<sup>10</sup>

14  
15 Further, witness Sellick appears to recognize that correct cost distribution should be  
16 based on the activities a clerk or mailhandler is performing rather than what MODS  
17 code he or she is clocked into.<sup>11</sup> Yet he concludes that the admission by witness  
18 Degen that employees are sometimes not clocked into the operation at which they are  
19 working is not important. He reaches this conclusion without any knowledge of how  
20 *often misclocking occurs.*<sup>12</sup>

21  
22 **VI. Witness Sellick Should Have Studied the Fundamental Issue: Can Witness**  
23 **Degen's Methodology Be Used Without Witness Bradley's Analytical Framework?**

24  
25 Witness Sellick admits in his testimony that he addresses only the subject covered by  
26 witness Degen: the distribution of mail processing costs. He assumes, however, that  
27 witness Degen's cost pool categorization is meaningful even if witness Bradley's

---

<sup>9</sup>Tr. 26/14262-3.

<sup>10</sup>Tr. 26/14241-2.

<sup>11</sup>Tr. 26/14202.

1 variability analysis is rejected. It is not clear why he feels no discomfort making this  
2 assumption since Sellick admitted during cross-examination that he wasn't sure which  
3 witness, Degen or Bradley, originated the cost pool framework.<sup>13</sup>  
4

5 In fact, as stated by witness Bradley, Degen designated the cost pools.<sup>14</sup> Witness  
6 Degen did not, however, identify the cost drivers for the cost pools. The cost drivers  
7 were identified by witness Bradley.  
8

9 Witness Sellick relies on witness Neels' rejection of witness Bradley's analysis and a  
10 return to the previously assumed variability levels for mail processing. It would appear,  
11 therefore, that witness Sellick is also rejecting witness Bradley's cost drivers, without  
12 which, witness Sellick lacks a foundation for his distribution.  
13

14 There is another fundamental problem with witness Sellick's use of Degen's distribution  
15 keys while rejecting witness Bradley's variability results. Sellick does not appear to  
16 understand that witness Degen's distributions depend on witness Bradley's attribution  
17 framework on a number of levels, going beyond simply using Bradley's overall  
18 variability results. Witness Sellick does not take into account that Degen's approach to  
19 cost distribution is violated if all cost pools are assumed to have the same variability:  
20 differing variabilities between distribution and allied operations are fundamental to  
21 witness Degen's approach.  
22

23 When witness Sellick rejected the overall level of variability found by witness Bradley,  
24 he ignored the inherent balance in the analysis between various operations and groups  
25 of operations, particularly between allied and distribution operations. This balance is  
26 integral to witness Degen's methodology. The average variability for distribution  
27 operations in witness Degen's approach is 83 percent, while the average variability for  
28 allied operations is only 71 percent. For BMCs, the difference is even more dramatic,

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<sup>12</sup>Tr. 26/14245-6.

<sup>13</sup>Tr. 26/14261.

1 with distribution operations at 80 percent variability and allied operations at only 53  
2 percent. This means when witness Degen performs his distribution, he distributes 85  
3 cents of allied operations cost for each dollar of distribution operations costs. This  
4 pairing takes into account the support nature of allied operations and the  
5 interrelationships between the sets of operations. This point was described by witness  
6 Bradley: "Allied activities are the 'mortar' that binds the 'bricks' of the direct piece  
7 sorting activities. Because they are all manual activities and because of their role as  
8 facilitating activities, I would expect allied activities to have variabilities which are, on  
9 average, below direct piece sorting activities."<sup>15</sup>

10  
11 This balance is a fundamental underpinning of witness Degen's approach. Despite the  
12 fact that witness Sellick claims to adopt witness Degen's methodology, he ignores the  
13 fact that using equal variabilities for the distribution and allied groupings of operations  
14 distorts witness Degen's implementation of operational interrelationships and places a  
15 disproportionate emphasis on the allied operations in the distribution of mail processing  
16 costs.

17  
18 **VII. After Mistakenly Assuming That He Could Use Degen's Methodology Without**  
19 **Bradley, Sellick Failed to Correct Degen's Distributions To Account for Cost Pool**  
20 **Interrelationships.**

21  
22 As I mentioned earlier, operational characteristics and interrelationships need to be  
23 reflected in mail processing cost distribution both by recognizing differing variabilities  
24 and by distributing costs over all the cost drivers for a cost pool. In adopting witness  
25 Degen's within cost pool distribution, witness Sellick ignored evidence on the multiple  
26 cost drivers found to be significant for both allied and distribution operations.

---

27  
<sup>14</sup>USPS-T-14 at 6.

<sup>15</sup>USPS-T-14 at 61-62.

1 Witness Sellick claims to have reviewed the testimonies of both witnesses Moden and  
2 Bradley.<sup>16</sup> Yet he stated on oral cross examination that he was not aware of any  
3 analyses as to how the costs in one cost pool vary because of what is happening in  
4 another cost pool. He admitted that such relationships are possible but said he "hadn't  
5 seen any analyses in that regard."<sup>17</sup> This admission is surprising given the numerous  
6 statements addressing this topic in the testimonies of witnesses Moden and Bradley.  
7 Both of these witnesses addressed the interrelationships between allied and  
8 distribution operations and among the automated, mechanized, and manual  
9 components of distribution operations.

10  
11 With regard to the allied operations, in addition to his bricks and mortar analogy,  
12 witness Bradley noted: "Allied activities exist to support the direct piece sorting of mail  
13 and it is in this sense that they are 'allied' with direct activities."<sup>18</sup> Discussing the  
14 results of his analysis, witness Bradley stated: "All....piece-handling variables have  
15 explanatory power for the allied activities, revealing the general nature of these support  
16 activities."<sup>19</sup> Describing the platform operation as a gateway operation, Bradley  
17 explained that "breakdowns in that operation would have ripple effects throughout the  
18 rest of the night in terms of not getting the mail where it has to be to accomplish the  
19 sorting."<sup>20</sup>

20  
21 Witness Moden also recognized the support nature of allied operations, stating:  
22 "Adding a sophisticated automated processing stream to existing mechanized and  
23 manual streams also required an increase in workhours for non-distribution activities,  
24 such as moving mail between operations, to handle the complex mail flows that  
25 resulted. Most support activities occur in the Allied Labor Operations - Platform,

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<sup>16</sup>Tr. 26/14162.

<sup>17</sup>Tr. 26/14248-49.

<sup>18</sup>USPS-T-14 at 18.

<sup>19</sup>USPS-T-14 at 62.

<sup>20</sup>Tr. 11/ 5532-33.

1 Pouching, and Opening Units..."<sup>21</sup> Witness Moden also noted: "These operations act  
2 as a gateway through which mail for subsequent sorting operations must pass. It is  
3 critical to the success of the outgoing distribution operations that mail be processed ....  
4 as expeditiously as possible."<sup>22</sup>

5  
6 Allied operations support the distribution operations. They prepare the mail for the  
7 distribution operations, move it between them, and then move it for dispatch to the next  
8 processing facility or to the carrier stations. Witness Bradley incorporated the support  
9 nature of the allied operations into his analysis in a fundamental way: he used workload  
10 measures from the distribution operations as the cost drivers for the allied operations.  
11 All of the distribution workload measures are significant, showing that the time spent in  
12 allied operations is a function of piece handlings in the distribution operations. This  
13 operational interconnection and the significance of cost drivers are reasons why  
14 witness Sellick should have distributed mixed-mail and not-handling costs at allied  
15 operations across distribution operations.

16  
17 Just as allied operations are linked to each other and to the distribution operations, so,  
18 too, are the distribution operations linked to each other. Manual sorting, for example, is  
19 necessary when automated or mechanized sorting operations are overwhelmed by mail  
20 which must meet critical dispatch schedules. As critical dispatch times approach, a  
21 piece of mail may receive a manual, mechanized, or an automated sort, depending on  
22 mail volumes and the availability of machines. As witness Bradley stated: "In an  
23 automated environment, manual activities will serve as the backstop technology and  
24 these activities will be staffed so that they are available to sort the mail that cannot be  
25 finalized on automated equipment."<sup>23</sup>

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<sup>21</sup>USPS-T-4 at 21-22.

<sup>22</sup>USPS-T-4 at 22.

<sup>23</sup>USPS-T-14 at 58.

1 Witness Moden also recognized the interactions between manual, mechanized, and  
2 automated operations, noting the shifting of mail to higher levels of mechanization and  
3 automation and the dependence of processing method on volume levels and dispatch  
4 schedules.<sup>24</sup> Thus, treating the manual, mechanized, and automated cost pools in  
5 isolation makes no sense. Witness Bradley recognizes this in his analysis, with the  
6 variability of distribution operations dependent on the manual ratio (the ratio of manual  
7 piece handlings to the sum of manual, automated, and mechanized piece handlings for  
8 both letters and flats). Both witness Degen, who intended to be consistent with witness  
9 Bradley, and witness Sellick, who intended to be consistent with witness Degen, should  
10 have distributed mixed-mail and not-handling costs across more aggregated groupings  
11 of distribution operations.

12  
13 **VIII. Incorporating Cost Pool Interrelationships Into Witness Sellick's Distribution**  
14 **Would Lead To Very Different Results**

15  
16 The interrelationships between allied and distribution operations and among manual,  
17 mechanized, and automated operations are well-documented. At a minimum, witness  
18 Sellick should have distributed the costs for allied operations across cost pools and the  
19 costs for distribution operations across manual, mechanized, and automated cost  
20 pools. Had witness Sellick done this, his proposed distributions would be very different.

21  
22 To illustrate the potential impact on his proposed distribution, I performed some  
23 rudimentary calculations comparing the distribution of \$2.2 billion of mixed-mail and  
24 not-handling costs at allied operations under two different distribution assumptions: (1)  
25 costs are distributed on the basis of direct tally costs only at allied operations, and (2)  
26 costs are distributed on the basis of direct tally costs at all operations. The differences  
27 between these two distributions are very significant, particularly for Periodicals, Priority,  
28 and Standard B.

---

<sup>24</sup>USPS-T-4 at 4-5, 21.

Distributing allied costs on the basis of all direct tallies, rather than just direct tallies at allied operations, would decrease the cost distributed to Periodicals and Priority Mail by about forty percent and the cost distributed to Standard B by nearly fifty percent. The impact for the larger classes is much less (See Table 1 for more detail). It is apparent that witness Sellick's assumption that there is no interconnection between allied operations and the distribution operations, which the allied operations support, has a substantial impact on his proposed distribution, significantly overstating the costs for Priority Mail, Periodicals, and Standard B mail.

**Table 1. Comparison of Distributions of Mixed and Not-Handling Costs  
for Allied Operations<sup>25</sup>**

Class	Allied Distribution on Allied Cost Pools	Allied Distribution Across All Cost	Difference	
			Dollar	Percent
First-Class	\$1,242,176	\$1,370,962	\$128,786	10.4%
Priority	\$162,808	\$95,142	-\$67,666	-41.6%
Express	\$15,452	\$19,059	\$3,607	23.3%
Periodicals	\$177,956	\$107,838	-\$70,119	-39.4%
Standard A	\$470,655	\$442,952	-\$27,703	-5.9%
Standard B	\$52,994	\$27,340	-\$25,654	-48.4%

Witness Sellick admitted that an accurate measurement of costs is important.<sup>26</sup> He also admitted that choosing a distribution methodology requires an evaluation of the

<sup>25</sup> Calculated from data in USPS-LR-23 and USPS-LR-146.

<sup>26</sup> Tr. 26/14239.

1 available alternatives.<sup>27</sup> Yet Sellick did not look at alternatives that use more  
2 appropriate cost drivers for allied operations. Furthermore, witness Sellick claims that:  
3 "The importance of assumptions which underlie an analysis depends on the impact a  
4 change in the assumptions would have on the final results."<sup>28</sup> It would appear that  
5 assumptions are very important in this case. Yet witness Sellick admits that he did not  
6 look at the assumptions in an "analytical way."<sup>29</sup>

7  
8 **IX. Inefficiency and Slack Time Require Cross Pool Distributions if Inefficient**  
9 **Costs are Distributed at All.**

10  
11 One of the key questions in this case and in preceding cases has been whether the  
12 rapid growth in not-handling costs is due to inefficiency in postal operations. Yet  
13 witness Sellick did not bother to examine this question,<sup>30</sup> although there is ample  
14 evidence of inefficiency in Postal operations in the record of this case (see my direct  
15 testimony, MPA-T-2).

16  
17 In an audit of allied workhours, the Postal Inspection Service found that postal  
18 managers paid "little attention... to LDC 17 [opening units] components" as long as they  
19 were "making" the total budget.<sup>31</sup> One cause of this management inattention is that  
20 the Postal Service collects no piece-handling data for allied operations and  
21 consequently cannot calculate productivity for these operations. Assigning slack labor  
22 to allied operations therefore increases measured productivity at distribution operations  
23 while not decreasing measured productivity at any other operation. For this reason,  
24 supervisors "had employees clock into a non-distribution operation at the beginning of  
25 their tour until the supervisor made individual work assignments."<sup>32</sup> Further, when

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<sup>27</sup>Ibid.

<sup>28</sup>Tr. 26/14195.

<sup>29</sup>Tr. 26/14241.

<sup>30</sup>Tr. 26/14238-9.

<sup>31</sup>USPS-LR-H-236. "National Coordination Audit: Allied Workhours" at 10.

<sup>32</sup>Id. at 19.



1 managers reassigned these employees to distribution operations, on occasion they  
2 never clocked into the distribution operations. Management's inattention has led to  
3 high costs in allied operations. Specifically, by increasing management attention, the  
4 audit found that the Postal Service could reduce opening unit workhours by more than  
5 ten percent.<sup>33</sup>

6  
7 The audit findings suggest that at least a portion of not-handling costs at allied  
8 operations is not caused by direct piece handlings in any operations. Rather, this  
9 portion of not-handling costs at allied operations is due to the fact that some employees  
10 have nothing to do at certain times during a shift. Because these costs are just as  
11 causally unrelated to piece handlings in distribution operations as to piece handlings in  
12 allied operations, an appropriate distribution method should distribute these not-  
13 handling costs, if at all, in proportion to direct and mixed-mail costs across all  
14 operations.

15  
16 **X. Witness Sellick Failed to Consider that Differences Between CAGs and Basic**  
17 **Functions Suggest It Is Appropriate to Distribute Mixed-Mail and Not-Handling**  
18 **Costs Within CAG and Basic Function.**

19  
20 Part of witness Sellick's rationale for distributing mixed-mail and not-handling costs  
21 within cost pools is based on the fact that there are differences in the levels of these  
22 costs among cost pools. As witness Sellick stated: "Some of the MODS pools  
23 constructed by witness Degen demonstrate different levels of not-handling costs with  
24 those pools. It would be an important factor to recognize that, and to ignore that, I  
25 believe would be incorrect."<sup>34</sup>

26  
27 There is also clear evidence on the record that there are differences in levels of mixed-  
28 mail and not-handling costs among CAGs and basic functions, but witness Sellick

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<sup>33</sup>Id. at 10.

<sup>34</sup>See Tr. 26/14244.

1 ignored these differences. This is curious because one can distribute costs within CAG  
2 and basic function while avoiding the severe distortions in witness Degen's method  
3 (and now witness Sellick's) that result from ignoring many relevant cross-pool cost  
4 relationships.<sup>35</sup> No severe distortions result from distributing costs within CAG and  
5 basic function because CAGs and basic functions are cleaner separations; individuals  
6 do not often move between CAGs or between basic functions during a work shift.<sup>36</sup>

7  
8 As shown by witness Stralberg, there is wide variation in the percentage of mixed-mail  
9 costs in different CAGs, from a low of 4 percent of total costs in the smallest CAG to 13  
10 percent in the largest, CAG A. There are similar variations in the level of not-handling  
11 costs, from a low of 12 percent of total costs in the smallest CAG to 39 percent in the  
12 largest, a difference of more than 300 percent. Looking at individual categories of not-  
13 handling costs, costs associated with single or mixed shapes (activity codes 5610-  
14 5750) are 9 percent of total costs at MODS CAG B-D offices but almost 100 percent  
15 larger in CAG A offices at 17 percent of total costs.<sup>37</sup>

16  
17 Similarly, there are also large differences in not-handling and mixed-mail costs with  
18 respect to basic function at MODS facilities. Not-handling costs comprise 23.5 percent  
19 of costs for the incoming basic function, 27.5 percent for outgoing, and nearly fifty  
20 percent for transit. Also, mixed-mail costs are 14.2 percent of costs for the incoming  
21 basic function, 16.3 percent for outgoing, and 22.8 percent for transit.<sup>38</sup>

## 22 23 **XI. Conclusion**

24  
25 This rebuttal testimony shows that not-handling and mixed-mail costs are large and  
26 extremely important in determining the attributable costs of the classes and subclasses  
27 of mail. It also shows there is little evidence on the record explaining the cause of the

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<sup>35</sup>Tr. 26/13874.

<sup>36</sup>Tr. 26/13826.

<sup>37</sup>Tr. 26/13883.

1 not-handling costs, their magnitude and growth, or their distribution among the various  
2 mail processing operations. My testimony also shows that UPS witness Sellick has  
3 uncritically accepted USPS witness Degen's distribution of these costs without either  
4 performing any independent analysis or having the knowledge or background to do so.

5  
6 Witness Sellick was incorrect in assuming that he could adopt witness Degen's  
7 approach while rejecting witness Bradley's analysis. Furthermore, witness Sellick  
8 ignored operational reality by confining cost distribution within cost pools, despite  
9 clearly demonstrated dependencies between allied and distribution operations.

10  
11 This testimony and my previous testimony in this case, MPA-T-2, show that both  
12 analytical and statistical considerations dictate against adoption of witness Sellick's  
13 proposal. In contrast, the distribution advocated by witness Stralberg and me are  
14 consistent with operational reality, are more reliable statistically, and limit departures  
15 from past practice in light of uncertainty as to the use of not-handling costs and their  
16 appropriate distribution.

17  
18 Witness Sellick's proposed distribution of mail processing costs is not well founded and  
19 should not be used by the Commission.

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<sup>38</sup>Calculated from data in USPS-LR-H-23.

## CERTIFICATE OF SERVICE

I hereby certify that I have this date served the foregoing document upon all participants of record in this proceeding in accordance with section 12 of the rules of practice.

  
James R. Cregar

Washington, D.C.  
March 9, 1998